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region is to compete with the Far East. The suggestions of the authors as to the future are stimulating, but many will regard their conclusions as over-optimistic. The clearing and draining of land, the overcoming of insect pests, the development of certain industries like lumbering, are made to seem more promising than the facts will warrant. In the final chapter, the editor lays at the door of the Monroe Doctrine part of the blame for the present lack of development of the Amazon, and thinks that the flow of European capital into Brazil will be lessened as long as the feeling exists that the Monroe Doctrine prevents European nations from giving full protection to European capital.

The book is, unfortunately, badly organized. There are many repetitions, the same topics are discussed in several separated chapters, and a poor index makes it difficult to dig out the all new and valuable information the book contains on many topics. One also lays down the book with the feeling that the authors have failed to prove their contention that the Amazon can maintain its supremacy in competition with the Far East.

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INDUSTRIAL MANAGEMENT

DURELL, FLETCHER. *Fundamental Sources of Efficiency*. Pp. 368. Price, \$2.50. Philadelphia: J. B. Lippincott Company.

"The present work is an attempt to analyze the various forms and sources of efficiency into a few elemental principles. It is felt that the study of such primal elements will not only aid in the mastery of efficiency in a given field, but will prevent this important idea from assuming a narrow meaning and thus leading to limited or even, in some respects, harmful results."

This work is not the product of an efficiency engineer, but of an academician, a professor of mathematics, who is philosophizing in a broad way about the forms which efficiency takes. Some nature of the abstractness of the elements to which efficiency is reduced may be found in the chapter headings, of which the following are samples: Reuse, The Group, Multiplicative Groups, Externality, Symbolism, Rhythm, Error and Paradox. This text will be found of considerable value in preparatory schools. The college teacher may find some material of interest and even some illustrations of value in its pages. However, the author frequently falls into a discussion of the too obvious, as for example, in the discussion of Absence as a Symbol; we hardly need to be told that "absence or silence may indicate dislike, forgetfulness, suspicion, or have any prearranged meaning. Thus we have the saying 'Silence is more eloquent than words.' " We hardly need to be told that the word "bill" has different meanings, as "In the second sentence, the woodcock has a bill, and I will not pay this bill."

J. H. W.

HOLLINGWORTH, HARRY L. *Vocational Psychology*. Pp. xviii, 308. Price, \$2.00. New York: D. Appleton and Company, 1916.

The increased endeavor of labor executives to select employes intelligently (indeed the growing attention to vocational direction in general) resolves itself into

two main problems of technique: (a) The analysis of the vocation or job; (b) The analysis of the man.

The lines of solution of the first question are so clearly marked that the problem has become primarily administrative.

The analysis of the man is an immensely more complex problem, involving the whole field of psychological analyses and tests. Because of its complexity, which baffles the average routine-burdened executive and because of its importance, charlatans, offering attractive short-cut solutions, are numerous.

An authoritative but semi-popular book, which traces the history of the development of human nature tests and separates fact from fallacy in the ready-made plans of some of the phrenological and physiognomic "experts" is, therefore, peculiarly welcome. The book is essentially a presentation of the problems and methods of that branch of applied psychology which deals with individual differences in mental constitution. In the present instance only those differences are considered which may seem to be significant in determining the individual's choice of a vocation, or in influencing the selection of workers from among a group of applicants or candidates. It is thoroughly worth careful reading by employment executives or vocational counsellors.

The appendix contains a comprehensive bibliography and some suggestive tests used at Columbia University.

J. H. W.

INSURANCE

HENDERSON, ROBERT. *Mortality Laws and Statistics*. Pp. v, 111. Price, \$1.25. New York: John Wiley and Sons.

This book is one of a series of mathematical monographs, published by Wiley and Sons and is the work of the Actuary of the Equitable Life Assurance Society of the United States. It is an excellent short treatise on mortality tables. While it requires a knowledge of calculus to follow all the calculations in the book, certain portions are available to the lay reader. The first chapter gives a description of all the mortality tables which have influenced the development of the science of life contingencies. The technical chapters deal with an analysis of probabilities of death and survival, formulas for the law of mortality, and the construction of mortality tables from insurance experience and from census and death returns.

B. D. M.

RUBINOW, I. M. *Standards of Health Insurance*. Pp. v, 322. Price, \$1.50. New York: Henry Holt and Company, 1916.

Assuming the need of a comprehensive system of health insurance in the United States and the fact that the need is rapidly coming to be realized, the author treats in detail the various problems that must be considered in drafting adequate laws dealing with the subject. The problem of compulsion is handled; the conclusion reached is that compulsory insurance is necessary for all persons earning less than \$1,200 or \$1,500 per annum if the problem is to be properly met. The fundamentals of a comprehensive system—medical care, sick benefits, mater-